
SAMPLE INTERVIEW QUESTIONS

- Why are you choosing to be open to this position? Why might the timing be right for you to take this position?
- What do you consider your primary personal attributes, aside from education and experience, that makes you a match for this position?
- What kinds of activities, responsibilities and issues do you like best about your present or most recent position and what do you like least? Why?
- Please share your personal spiritual journey? When did it begin and how did you come to find the Lord, commit to follow Christ? Where do you believe your journey is leading?
- Describe yourself in terms of where you are on the religious and political spectrum from super conservative to super liberal. What has led you to be where you are on that spectrum?
- Our church could be characterized as (liberal, conservative, moderate, people of all perspectives), how well can you relate to and pastor a community like this?
- In your current and past churches where you served, how many adults came to faith? How many adult baptisms did you administer? How do you account for that?
- How do you work with persons without a church background or spiritually immature when attempting to engage them in a deeper understanding of or relationship with God?
- How do you follow Jesus Christ, including a description of your prayer life?
- What are your ideas to make worship a meaningful encounter with God for those involved? Do you have any special ideas for various age groups?
- What have you learned about pastoring a congregation through introducing and leading intentional change in the congregation?
- Tell us about a time when you were working with a congregant who has a project they've championed for years. You and others see the project has lost its relevance and it's just time for it to be different and you've had to engage the person to change or end their favorite project. How did you/or others engage that congregant and what was the outcome?
- Describe how you handle conflict in general and especially in your interactions with session elders and/or congregants? Please give some examples.
- How do you work at being healthy and fit for ministry? What kinds of activities and interests do you engage outside of ministry?
- For Interims/Temporary: Share with us how you work (or would work) with us to help lead us through the interim tasks we've outlined for our congregation?
- For Interims/Temporary: Let's say it's the end of your time with us as an interim pastor. What signs in the life of our church would let you know you've been effective as an interim minister?

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- Given what you know now, how well do you rate yourself as a match for what we are searching for in a pastor/interim/stated supply?
- Make sure you design questions about specific issues that the church knows it will be facing (personnel, finance, stewardship, worship changes, facility improvements, evaluating its mission and direction, etc.). For example . . . We need to evaluate our staffing—do we have appropriate staff positions for our mission, do we have the right people in those positions? Can you share with us how you have dealt with staffing evaluations and adjustments? If not, can you share how you think you'd approach this project?
- What questions do you have for us?

SAMPLE REFERENCE CHECK QUESTIONS

Always introduce yourself and explain the characteristics of the *church* and the *position* for which you are considering the candidate.

- **No matter what, always ask this question of references toward the end of the reference check: Are you aware of anything in his/her background of a controversial nature that if brought to light would be embarrassing to the church or interfere with the candidate's ability to perform this job?**
- In what capacity or relationship have you known the candidate and how long?
- What do you consider the candidates most noteworthy accomplishments?
- How would you describe the candidate's most usual leadership style(s) with the congregation? Are they able to use different leadership styles for different situations and groups as the circumstances warrant? Can you give me any examples?
- How well organized is the candidate? How well do they respond to the demands of ministry?
- How effective is the candidate at conducting session or team meetings?
- How does the candidate live out their Christian spirituality in their ministry and interactions with congregants and others?
- Our church could be characterized as (liberal, conservative, moderate, people of all perspectives), how well can this candidate pastor and lead a community like this?
- Have you had any life changing experiences associated with this person's leadership? Please share what you can about that.
- What do you consider this person's greatest attributes and abilities?
- Since none of us are perfect, what would you consider this persons weakness or area in need of growth and development?
- How does this person deal with conflict? Please share an example.
- Do you feel comfortable recommending this person?
- Is there anything else we should know about the candidate?

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